Registered No. M. 1175.

The Mysore Gazette

PUBLISHED BY AUTHORITY

Vol. 87] BANGALORE, THURSDAY, MARCH 13, 1952 [No. 11

PART IV

Section I-C

RULES, ORDERS AND NOTIFICATIONS UNDER CENTRAL ACTS AND ORDINANCES.

LABOUR DEPARTMENT.

Government Order No. L. S. 4930—L.W. 189-51-10, dated Bangalore, 8th March 1952.

Labour—Disputes—Dispute between the workers and Management of Messrs. Simpson & Co., Ltd., and Messrs. George Oakes, Ltd., Bangalore—Award of the Industrial Tribunal, Bangalore—Published.

Read.—the following papers :—

(1) Government Notification No. L.S. 3081—L.W. 189-51-8, dated 8th November 1951.

(2) Letter No. I.C. 10—51-52, dated 22nd February 1952, from the Chairman, Industrial Tribunal, Bangalore.

BEFORE THE INDUSTRIAL TRIBUNAL, BANGALORE.

Thursday the 31st day of January 1952.

PRESENT.

Sri T. Singaravelu Mudaliar, B.A., B.L. ... *Chairman*
Janab Mahamood Sheriff, B.A., LL.B. ... *Member*
Sri S. Rangaramaiah, B.A., LL.B. ... *Member*

I. C. No. X of 51-52.

Workers employed by Messrs. Simpson & Co., Ltd., Bangalore and Messrs. George Oakes, Ltd., Residency Road, Bangalore.—

Versus.

Management of Messrs. Simpson & Co., Ltd., Bangalore and Messrs. George Oakes, Ltd., Residency Road, Bangalore.—

Workers represented by
Sri R. Narayanappa, President of the Bangalore Automobile Employees' Association.

Managements represented by
Sri B. K. Venkataraman, Resident Representative of the Amalgamations, Ltd,

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AWARD.

This is a reference made by the Government of Mysore in their Notification No. L.S. 3981—L. V. 189-51-8, dated 8th November 1951, under Section 10 (1)-c of the Industrial Disputes Act, 1947, for adjudication in respect of the following matters, *viz.*—

(1) That the workmen may be paid bonus equal to 4 (four) months' pay for the year 1949:

(2) that the following scales of pay be accepted :—

	Rs. a. p.	Rs. a. p.	Rs. a. p.
Cleaners	0 12 0	0 2 0	1 4 0
Mech/Mates	1 4 0	0 2 0	1 12 0
III Grade Mechanic	1 12 0	0 4 0	2 4 0
II Grade Mechanic	2 4 0	0 4 0	2 12 0
I Grade Mechanic	2 12 0	0 6 0	3 8 0
Charge Hands	3 8 0	0 8 0	5 0 0

The representatives of both parties filed a joint memo setting out the terms of the agreement for mutual settlement of the disputes referred to this Tribunal among other items of difference. The joint memo and the Memorandum of Agreement are appended to the Award.

An Award is made in the terms of the Memorandum of agreement and is submitted to Government under Section 15 of the Industrial Disputes Act, 1947.

T. SINGARAVELU MUDALIAR,
Chairman.

MOHAMOOD SHERIFF,
Member.

S. RANGARAMAIAH,
Member.

BEFORE THE INDUSTRIAL TRIBUNAL, BANGALORE.

I. C. No. 10 *of* 1951-52.

The workers employed in Simpson & Co., Limited, and George Oakes, Limited, at Bangalore represented by the Bangalore Automobile Employees' Association, Bangalore.

Versus.

The Management of Simpson & Co., Limited and George Oakes, Limited.

Joint Memo presented by the Parties.

In view of the circumstances set out in the Memorandum of Agreement dated 30th January 1952 entered into by the parties, a copy of which is filed herewith for information, we request that the above case may be closed, as withdrawn.

For the Union

(Sd) R. NARAYANAPPA

President.

For Simpson & Co., Limited

(Sd).....

Branch Manager

For George Oakes, Limited

(Sd).....

Branch Manager.

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Dated 31*st January* 1952 *at Bangalore.*

Memorandum of Agreement.—dated this the 30th day of January 1952 entered into between the Branches of the following Companies at Bangalore, namely :—

Messrs. Simpson & Company, Limited,

Messrs. George Oakes, Limited, and

Messrs. Addison & Company, Limited,

of the one part and the Bangalore Automobile Employees' Association, Bangalore, of the other part witnesseth :

With a view to arrive at an amicable settlement of all the points of difference outstanding between the Companies' branches mentioned *supra* and the staff and workers employed therein, Mr. W. W. Ladden, Director of the Companies, had a discussion with the President and Secretary of the Union aforesaid on 23rd January 1952.

It was realised that with a view to increase production and efficiency in the Companies' undertakings, it was necessary to bring about an atmosphere of co-operation, mutual trust and goodwill between the parties.

The Union appreciates that the Management had voluntarily increased Dearness Allowance from 2½ annas to annas three per point over 100 according to the cost of living index applicable to Madras City and also stepped up the rate of contribution of the "workers" to the Provident Fund from 6¼ per cent to 8-1/3 per cent.

Re : Gratuity.—The Companies agree to give a gratuity of 7 days' basic wages for each year of service to the staff and workers of the above companies in case of death, retirement or retrenchment. In the case of voluntary resignation, however, the person concerned shall not be eligible to gratuity unless he has served for a period of not less than 5 years.

Leave Facilities.—The Companies will extend to the members of the staff and workmen the same leave privileges as are enjoyed by the members of the staff and workmen at the Head Office.

The question of the settlement of a wage structure for the several categories of the staff and workmen of the Branches mentioned *supra* has been by mutual consent left for determination by Mr. W. W. Ladden, in negotiation with the Union.

The parties sincerely hope that this agreement will inaugurate an era of friendly co-operation between the Management and the staff and workers and joint effort will be made towards increasing production and efficiency. The Union will not agitate any of the questions covered by this agreement for a period of one year from this date and will devise, in agreement with the Management, a procedure for settlement of day-to-day grievances, if any.

The parties hereby agree that all differences shall be discussed by the President of the Union with the companies at Directors' level in the first instance before resorting to any statutory or other remedies.

For the Union

(Sd) R. NARAYANAPPA

President.

For the Management

(Sd).....

Director.

NOTIFICATION. 545

Order No. L.S. 4930–L.W. 189-51-10, Dated Bangalore, 8th March 1952.

Whereas the award of the Industrial Tribunal, Bangalore, in respect of the Industrial dispute between the workers and the Management of Messrs. Simpson & Co., Ltd., Bangalore and Messrs. George Oakes, Ltd., Bangalore, has been received;

Now, therefore, in exercise of the powers confined by Section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), His Highness the Maharaja of Mysore directs that the award be published in the *Mysore Gazette*.

By Order of His Highness the Maharaja,

N. R. JAYA RAO,

Legal Remembrancer and
Secretary to Government,
Law Department.